Saskatchewan Human Rights Commission
1985 Annual Report

The Saskatchewan Human Rights Code states:

3. The objects of this Act are:

   (a) to promote recognition of the inherent dignity and the equal inalienable rights of all members of the human family; and

   (b) to further public policy in Saskatchewan that every person is free and equal in dignity and rights and to discourage and eliminate discrimination.

TOWARDS EQUALITY

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March 31, 1986

Refer to file

The Honourable Sid Dutchak
Minister of Justice Attorney General
Room 30
Legislative Building
Regina, Saskatchewan

Dear Mr. Dutchak:

It is with pleasure that I submit the 1985 Annual Report of the Saskatchewan Human Rights Commission. In 1985 the Commission undertook intiatives to move our province towards equality.

Our first initiative focused on the high drop-out rate from the school system of students of Indian ancestry. The Commission held public hearings on this issue and released a report entitled "Education Equity". That report concluded that students of Indian ancestry are not receiving equal benefit from the education system. The Commission considers the situation to be one of crisis. In Education Equity we have recommended a plan of action to respond to that crisis.

Building accessibility for persons with physical disabilities was another issue of considerable concern for the Commission in 1985. On April 17, 1985 the Minister of Labour announced that the Government of Saskatchewan would introduce regulations establishing accessibility standards by April 1, 1986. Having reviewed regulations proposed by the Department of Labour the Commission has proposed changes to strengthen the regulations. In particular, we have recommended that accessibility regulations apply to renovations as well as new construction. Unless undue hardship occurs the owners of public buildings should be required to ensure accessibility.

In 1985 the Commission also promoted amendments to The Saskatchewan Human Rights Code to conform with Canada's Charter of Rights and Freedoms. Those amendments have yet to be made. On March 4, 1986 the Federal Government announced wide ranging changes to move the Federal jurisdiction towards greater equality and the Commission hopes for a similar movement by the Government of Saskatchewan in 1986.

The final major initiative by the Commission was to begin implementation of a major reorganization plan. This reorganization will ensure that the resources of the Commission are utilizied most efficiently in administering The Saskatchewan Human Rights Code.

The Commission feels that all of these initiatives will mean greater equality for Saskatchewan's native people, physically disabled persons and all other residents of the province.

The greatest impediment to the Commission ensuring movement towards equality will be a lack of resources. A shortage of resources is already affecting and will continue to affect our ability to administer the Code in 1986.

The enclosed report is respectfully submitted and I would ask that you transmit it to the legislative assembly for Saskatchewan.

Yours truly,

Ronald J. Kruzeniski
Chief Commissioner

Saskatchewan Human Rights Commission Members

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Chief Commissioner

Theresa Holizki
Deputy Chief Commissioner

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PROMOTING EQUALITY

Education Equity

In September, 1985, the Saskatchewan Human Rights Commission released a report on Indian/Native Education in Saskatchewan. The report contained a plan of action that the Commission is proposing as a response to what it has identified as a crisis in native education.

Over a period of time the Commission has become increasingly concerned with the fact that native students are dropping out of our schools at an alarming rate. In 1984, the Commission expressed its concerns in a brief presented to the provincial Department of Education.

The Commission has reviewed a number of studies and reports on Indian/Native education. Several of those reports present statistical evidence indicating that as many as 93 percent of native students in urban areas drop out of school before completing Grade Twelve.

Confronted with these numbers the Commission came to the conclusion that native students are not receiving equal benefit from the education system. If our educational system were benefitting all students equally, then the dropout rates of native and non-native students should be very similar.

There is equality in our education system to the extent that all students have an equal opportunity to enrol in our schools. However, the majority of native students are alienated from the education system and leave school before they attain the full benefits of a complete education. Our education systems are designed to meet the needs of the dominant white culture and we have often failed to take into account the different needs of Saskatchewan's native people.

The Commission has the responsibility to promote and enforce the principles of *The Saskatchewan Human Rights Code* to ensure that the right to education is enjoyed without discrimination by all of the protected classes covered by the education section of the *Code*.

> 13.(1) Every person and every class of persons shall enjoy the right to education in any school, college, university or other institution or place of learning, vocational training or apprenticeship without discrimination because of his or their race, creed, religion, colour, sex, marital status, physical disability, nationality, ancestry or place or origin.

Having identified the high dropout rate among native students as indicative of a crisis which comes within its mandate and responsibility the Commission prepared a discussion paper on Indian/Native education. That paper was distributed to over 500 interested individuals and organizations across the province. At the same time invitations were extended to those who received the paper, as well as to the general public, to attend public hearings on the issue of Indian/Native education.

At those hearings, held in Prince Albert and Regina in February, 1985, 48 organizations and individuals presented briefs to the Commission on the subject of Indian/Native education and on the specific proposals contained in the discussion paper. A number of other briefs were submitted both before and after the hearings.

The overwhelming majority of the briefs received supported the recommendations of the discussion paper. Consensus was lacking only around proposals on ways to increase the number of native parents on school boards. While there was general agreement that it was important to have native people on boards there was no agreement as to how this could best be achieved.

After reviewing the briefs received, and meeting with other organizations concerned with the education of native students, the Commission prepared its final report. That report, entitled *Education Equity*, proposed specific actions to be taken by school boards with enrolments of native students of 5 percent or more, by the Department of Education and by native parents.

The Commission has recommended that school boards with native student enrolments of 5% or more begin to develop hiring plans to increase the numbers of qualified native teachers employed by them.

The hiring plan proposed by the Commission establishes goals so that when an action plan is complete a Board of Education will employ a percentage of teachers of Indian ancestry equal to the percentage of students of Indian ancestry enrolled in the school division; or equal to 9.6% of the teaching staff or equal to a percentage approved by the Saskatchewan Human Rights Commission. These goal options are proposed to allow flexibility in responding to the particular circumstances of individual boards.

Boards are also asked to provide cross-cultural training to all teachers employed by them and find ways to encourage parents of Indian ancestry to participate in the school system.

The Department of Education is asked in the report to provide funding to school boards to permit them to implement education equity. The report also calls for additional funds to be made available to the various native teacher training programs in the province, such as ITEP, SUNTEP, NORTEP and the Saskatchewan Indian Federated College. The department should also begin to implement recommendations contained within its own reports on native education, "Directions" and the "Five Year Action Plan for Native Curriculum Development". Finally, the Department of Education should examine alternative, voluntary forms of education for native students and provide support mechanisms for those alternate programs.

Native parents are urged to seek positions on boards of education or, where they reside on reserves, to either have their reserves declared a school subdivision or have a trustee appointed to the district board.

The intent of the hiring plan cross-cultural training and other elements of education equity is to respond to the different needs of native students. Our position, one supported by the public hearings, is that having native teachers as role models, increasing the cultural sensitivity of non-native teachers and recognizing native culture in school curriculum will all combine to lessen the sense of alienation felt by native students.

We do not believe that the high drop-out rate among students of Indian ancestry is caused by a deliberate conspiracy to exclude native people from schools. What has occurred is the development of systems built around the needs of the majority culture and a failure to recognize, until recently, that the needs of minority cultures are being bypassed. Education equity calls upon the education system to recognize those different needs and respond to them.

The Commission is seeking the voluntary co-operation of school boards in the development of plans of action.

In 1986 the Commission will be contacting school boards across the province to encourage their participation in education equity. It looks forward to considering applications for the appvoal of plans of action submitted by boards.

Plan of Action

I. Every school board in the Province of Saskatchewan whose enrollment of students of Indian ancestry exceeds 5% should immediately apply for approval, pursuant to Section 47 of *The Saskatchewan Human Rights Code*. The Commission would consider reasonable, a plan of action for education equity which would have as its components the following:

1. A statement of the number of students of Indian ancestry enrolled with the Board of Education at the time of the application for approval;
2. A plan to hire over the next ten years, qualified teachers of Indian ancestry so that at the end of the ten year period the percentage of teachers of Indian ancestry employed by the Board of Education will equal the percentage of students of Indian ancestry enrolled in the school division, or will equal 9.6% of the teaching staff or will equal a percentage of the teaching staff to be approved by the Saskatchewan Human Rights Commission;
3. A plan by the Board of Education to annually, over the ten year period, fill a percentage of its vacancies of teaching positions with qualified teachers of Indian ancestry equal to the percentage of students of Indian ancestry enrolled in the school division or 9.6% of the vacancies in teaching positions for that year, or a percentage of vacancies in teaching positions for that year to be approved by the Saskatchewan Human Rights Commission;
4. A plan to review its recruiting and hiring practices to determine whether such practices have any barriers to the recruitment or hiring of teachers of Indian ancestry within five years from the approval of the program;
5. A plan to actively recruit teachers of Indian ancestry from the University of Saskatchewan, the University of Regina, other teacher training programs and, in particular, N.O.R.T.E.P., S.U.N.T.E.P. and I.T.E.P.;
6. A commitment that it will work closely with teachers employed by it, in designing and implementing "education equity" and establish a joint committee of representatives from both the administration and the teachers' associations in the division to design and implement such a program;
7. A plan to provide cross-cultural training on a regular basis for the teachers employed by it;
8. A plan to increase and improve the participation of parents of Indian ancestry in the school system.

II. The Department of Education should:

1. Make available the financial resources from

the education Development Fund required by the Boards of Education to implement a program of education equity;

2. Implement the recommendations contained in the "Directions" report and the "Five Year Action Plan for Native Curriculum Development";
3. Continue to fund and, where possible, increase funding to programs established for the training of qualified teachers of persons of Indian ancestry, such as S.U.N.T.E.P., I.T.E.P. and N.O.R.T.E.P.;
4. Develop policies, guidelines, and funding for alternate forms of education, including alternate programs for students of Indian ancestry, provided students of Indian ancestry have freedom of choice to enter or leave the alternate program and return to, or stay in, the regular school system.

III. Parents of Indian ancestry should:

1. Actively seek positions on Boards of Education;
2. Where they reside on reserves, utilize the provisions of the *Education Act* to have their reserve designated as sub-divisions (Section 27(2)(b)) or have a trustee appointed to the district board of trustees (124(1.1)).

IV. The Saskatchewan Human Rights Commission will promote and encourage Boards of Education in the Province of Saskatchewan to voluntarily develop programs for education equity, but if a Board of Education has not applied for approval for its program of education equity by the 1st day of December, 1986, the Saskatchewan Human Rights Commission will consider applications under Section 47 of *The Saskatchewan Human Rights Code*, requesting it to order a program of education equity. Under Section 47 of the Code, any person can make an application requesting the Commission to order a program. If such an application is made, the Commission, in exercising its discretion to order a program under section 47 of the Code, will consider, among other things, the following:

1. The percentage of parents of Indian ancestry resident in the School Division who support the application;
2. The percentage of non-native parents in the School Division who support the application;
3. The percentage of teachers employed in the School Division who support the application;
4. The number of individual school trustees on the Board of Education who support the application;
5. The number of interested organizations operating in the School Division that support the application;
6. The percentage of students of Indian ancestry enrolled in the School Division;
7. The percentage of teachers of Indian ancestry employed in the School Division;
8. The initiatives already undertaken by the Board of Education to implement education equity.

Organizational Changes
(See Chart — Page 5)

The Saskatchewan Human Rights Commission is faced with the difficult task of enforcing and promoting *The Saskatchewan Human Rights Code* in a province of one million persons with a total of only 21.4 staff positions. That staff provides both professional and support services.

The Commission finds itself faced with complaint loads that continue to grow from year to year. Educating a geographically dispersed population on their rights and responsibilities contained within *The Human Rights Code* is difficult with an education staff of three full time and two half time professionals. Finally, the Commission's budget limitations have forced it to reduce its Affirmative Action staff to one full time officer who must monitor and promote affirmative action programs across the province.

In order to assess whether it was maximizing its limited resources in light of the broad range of tasks required of it the Commission, in 1985, contracted a consultant to prepare an organizational study. That study involved an examination of the Commission's operations and contained proposals for increasing the efficiency of the Commission with a more effective organizational structure. In response to the recommendations contained in that report the Commission realigned the organization of its staff.

The key recommendation of the organizational review was the creation of a management team to share the responsibility for planning and directing the activities of the Commission's staff. With the development of a management team the Executive Director will no longer be required to expend time and energy in the direct supervision of units of the Commission. The Director's role is to coordinate the various units to ensure that resources are distributed most effectively among those units and that policies

set by the Commissioners are being carried out. With supervisory responsibilities clearly defined and shared the Director will have more time to devote to the development of management plans for the Commission.

The management team will also have the responsibility to assist the Director in conducting both short term and long term planning. Collective decision making based on the expertise of those most directly involved with the daily operations of the Commission's various units should make planning for the future more effective.

The Commission has been reorganized to create three distinct units supervised by newly created manager positions. The new divisions are Investigations, Public and Special Programs and Administration.

The new management team will consist of the three managers and the staff solicitor. With the management team meeting on a regular basis the level of intraorganizational communication will increase as the various units of the Commission are informed of activities carried out by other units.

While this reorganization should increase the Commission's ability to handle its assigned tasks the reality is that the real resources available to the Commission have decreased over the past number of years. Providing acceptable service to the public can only be guaranteed by the provision of adequate resources. While the Commission is committed to ensuring that its organizational structure maximizes the resource available to it, there is a limit to what can be achieved by these structural changes.

Since 1981, the Commission has had a staff complement of 21.4 positions. In 1985 with the same staff levels the Commission has had to deal with complaint levels that have increased every year since 1981.

Without additional resources the Commission will find it increasingly difficult to fulfill its mandate of ensuring our province continues to move towards equality.

Code Amendments

In 1984 the Saskatchewan Human Rights Commission asked the Minister of Justice to consider amendments to *The Saskatchewan Human Rights Code* so that the *Code* would conform with *The Canadian Charter of Rights and Freedoms*. The Commission's recommendations were made in anticipation of the coming into force of Section 15, the Equality Clause, of the *Charter*. On April 17, 1985 the Equality Section of the *Charter* did come into force and the need for governments to ensure that existing laws are in compliance with Section 15 has increased. As of April 17, 1985 citizens can begin to challenge, in court, laws that they feel violate the principles of equality established in the *Charter*.

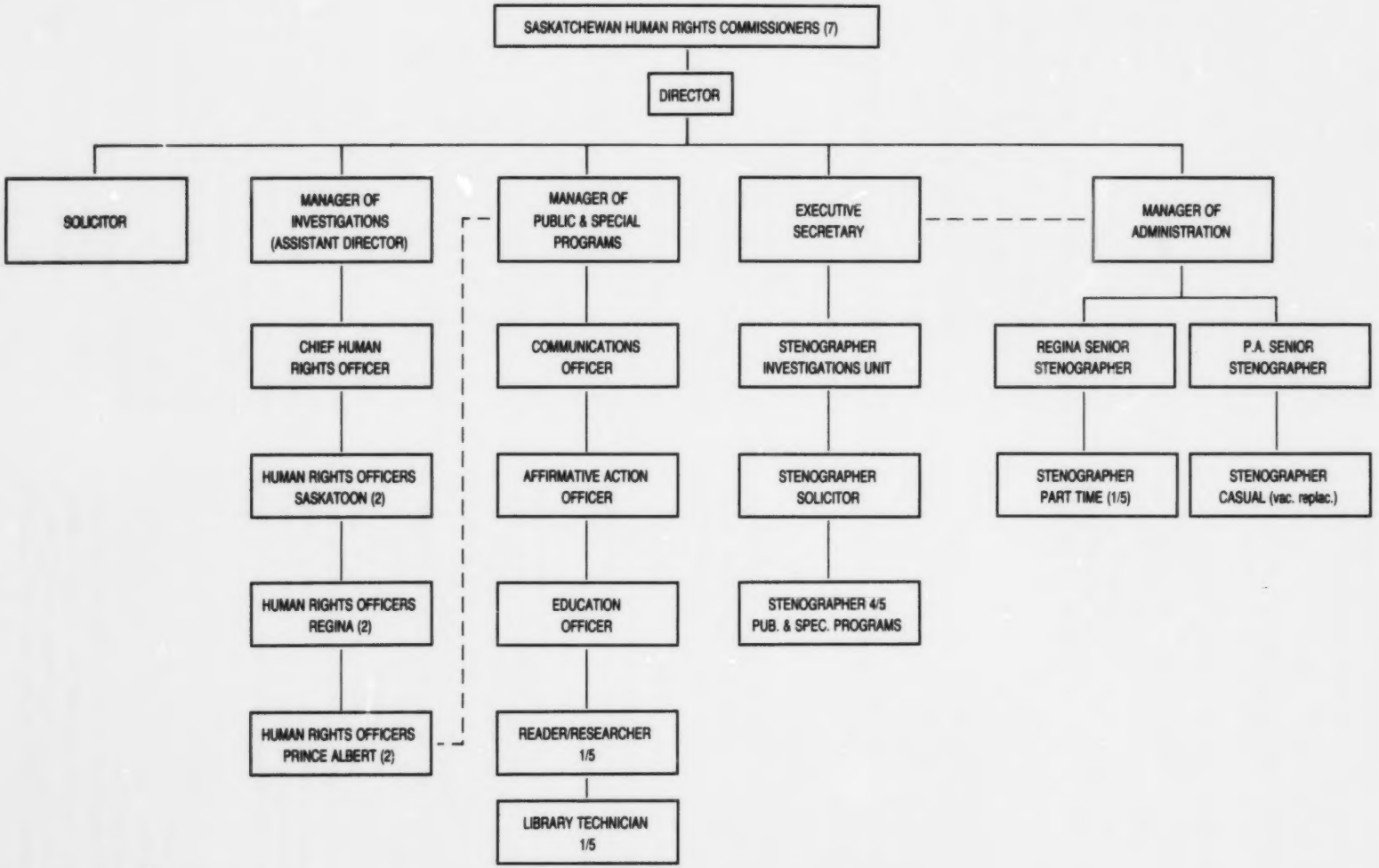
> 15(1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

The *Charter* provides for equality rights to "every individual" in Canada, unlike *The Saskatchewan Human Rights Code* which provides protection to only eleven classes of persons. The Commission believes that the *Code* should also be "open-ended" so it conforms with the *Charter*.

In addition, the definitions of protected classes contained in the *Code* should be changed to reflect those enumerated in Section 15. Presently, the *Code* restricts protection from age discrimination to those between the ages of 18 to 64. However, the *Charter* contains no upper or lower limits on age. The Commission proposes that the *Code* be amended so that all age groups can be protected from age discrimination.

The *Code* provides protection to persons discriminated against because of a physical disability. The *Charter* provides protection for all disabilities, including mental disability. In its proposed amendments, the Commission requested an expansion of the definition of disability under the *Code* to include mental disability.

Amendments to the *Code* assumed new importance in 1985 when the equality clause came into force. In addition to change necessitated by Section 15, the Commission has requested other changes to increase the impartiality of the Commission by making it directly responsible to the legislature instead of a minister of government. The Commission also asked for a broadening of the definition of employee contained in the *Code* so that more workers can receive rights protection under that legislation, the inclusion of an anti-harassment clause, an increase in damage compensation from a maximum of $5,000 to $10,000 and a section preventing discrimination in employment under government contracts, grants and loans.


SASKATCHEWAN HUMAN RIGHTS COMMISSIONERS (7)
DIRECTOR
SOLICITOR
MANAGER OF INVESTIGATIONS (ASSISTANT DIRECTOR)
MANAGER OF PUBLIC & SPECIAL PROGRAMS
EXECUTIVE SECRETARY
MANAGER OF ADMINISTRATION
CHIEF HUMAN RIGHTS OFFICER
COMMUNICATIONS OFFICER
STENOGRAPHER INVESTIGATIONS UNIT
REGINA SENIOR STENOGRAPHER
P.A. SENIOR STENOGRAPHER
HUMAN RIGHTS OFFICERS SASKATOON (2)
AFFIRMATIVE ACTION OFFICER
STENOGRAPHER SOLICITOR
STENOGRAPHER PART TIME (1/5)
STENOGRAPHER CASUAL (vac. replac.)
HUMAN RIGHTS OFFICERS REGINA (2)
EDUCATION OFFICER
STENOGRAPHER 4/5 PUB. & SPEC. PROGRAMS
HUMAN RIGHTS OFFICERS PRINCE ALBERT (2)
READER/RESEARCHER 1/5
LIBRARY TECHNICIAN 1/5

If Saskatchewan is to continue to move towards equality then our human rights legislation must adapt to that movement.

Accessibility Standards

In 1979 *The Saskatchewan Human Rights Code* was amended to include persons with physical disabilities as a protected category. This meant physically disabled persons for the first time in Saskatchewan, had the right to employment, housing, education and participation in services and facilities offered to the public. Unlike other minorities persons with disabilities face architectural as well as attitudinal barriers to participation in society.

For a number of years the Commission has been concerned with accessibility of buildings for the physically disabled. In 1980 the Commission adopted its own Accessibility Standard as a guide for new and newly renovated buildings in the province. In July, 1985 the Commission updated its standards to bring them into line with current thinking.

However, the Commission is not an appropriate body to apply the building standards. It is more appropriate that a provincial Building Code include such standards. A Building Code, administered by the Department of Labour, sets out the standards for all buildings in the province and should include requirements for the design of buildings so that persons with physical disabilities can enter, use and exit from such facilities.

Since November, 1981 several committees have looked at adopting building standards to reflect the needs of the physically disabled community. In September, 1984 a restructured committee was set up by the Department of Labour to develop up-to-date regulations on accessibility for persons with disabilities. The Commission has participated on that committee.

In February, 1985 the committee submitted a comprehensive set of regulations on accessibility to the Minister of Labour. In June, 1985 the Uniform Building and Accessibility Standards Act was proclaimed. On April 17, 1985 the Minister of Labour announced that accessibility regulations would be in place by April 1, 1986.

In October, 1985 the Commission was invited to comment on draft regulations prepared by the Building Standard Unit of the Department of Labour. In reviewing the draft regulations the Commission found that the proposed regulations would limit a disabled person's ability to use new and renovated buildings. The Commission has submitted proposed changes to the draft regulations to the Department of Labour and will continue its discussions with the Department into 1986.

Of special concern to the Commission was the section dealing with renovations. Under the original draft proposal there would be limited impact on buildings undergoing renovations. The Commission has recommended that the section addressing renovations be rewritten to ensure that disabled members of the community will have the same level of service as the general public unless compliance results in undue hardship for building owners.

The Commission continues to be committed to promoting accessibility as a major element of moving towards greater equality for Saskatchewan's physically disabled community.

The Mandate of the Commission

The Saskatchewan Human Rights Commission is a law enforcement agency responsible for the administration of *The Saskatchewan Human Rights Code*. Section 3 of the *Code* states that:

> 3. The objects of this Act are:
> (a) to promote recognition of the inherent dignity and the equal inalienable rights of all members of the human family; and
> (b) to further public policy in Saskatchewan that every person is free and equal in dignity and rights and to discourage and eliminate discrimination.

These objects are derived from the Universal Declaration of Human Rights adopted by the general assembly of the United Nations in 1948.

The *Code* gives the Saskatchewan Human Rights Commission the authority to investigate and settle complaints of discrimination, to carry complaints before Boards of Inquiry, to approve or order affirmative action programs, to grant exemptions from certain provisions of the *Code*, to make regulations subject to the approval of the Lieutenant Governor in Council, and to carry out research and educational programs which will advance the principles of equality and eliminate discriminatory practices.

The Structure of the Commission

The Saskatchewan Human Rights Code provides for the appointment of at least three persons to act as the Human Rights Commission. One of those persons is selected to sit as the Chief Commissioner and a second is designated as Deputy Chief Commissioner. Presently, there are five persons on the commission with members from Regina, Saskatoon, Prince Albert and Biggar. It is the responsibility of these individuals, at monthly meetings, to set policy, approve the settlement of complaints, review complaints referred to if by staff, direct boards of inquiry and consider applications for affirmative action programs and exemptions.

The Commission employs a professional staff to carry out the policies set by it and to carry on the daily work of promoting the principles contained in the *Code*.

Enforcement Procedures

(See Chart Next Page)

Any person who has reasonable grounds to believe that a provision of the *Code* has been violated may file a complaint with the Saskatchewan Human Rights Commission. In addition the Commission, or a third party, may initiate a complaint.

A preliminary informal investigation is undertaken to determine whether the complaint falls within the jurisdiction of *The Saskatchewan Human Rights Code* and if there are reasonable grounds to believe the *Code* has been violated.

If reasonable grounds can be shown then a formal complaint will be accepted and a human rights officer appointed to investigate. The officer determines whether there is evidence to substantiate the allegation that a provision of the *Code* has been violated. A human rights officer has the legal authority to examine records and documents and to obtain information pertinent to the complaint.

Where the investigation does not substantiate the allegation and there is no probable cause to believe the *Code* has been violated, the complaint file is closed, or the complaint is formally dismissed. However, where the evidence gathered through investigation supports the claim, an attempt to settle the complaint is made.

Settlement may take any form which is appropriate to the circumstances of the complainant and the respondent, the nature of the violation, and the opportunities lost or damages caused.

If a settlement cannot be affected the Human Rights Commission may direct that the Attorney General appoint an independent Board of Inquiry, composed of one or more persons, to hear and decide the matter. The Board of Inquiry hears the evidence of both the complainant and the respondent.

When a Board is appointed the Commission has carriage of the complaint, and the Commission's legal counsel appears before the Board to present the Commission's evidence and argument. The complainant may rely on the Commission's representation, or retain their own legal counsel at their own expense.

If a Board of Inquiry finds that a contravention of the *Code* has occurred, it may order the person, company or organization who has contravened the *Code* to comply with legislation, to rectify any injury caused, to pay compensation for expenses or lost wages, or to pay damages for humiliation suffered. An order of a Board of Inquiry may be appealed on a question of law to the courts.

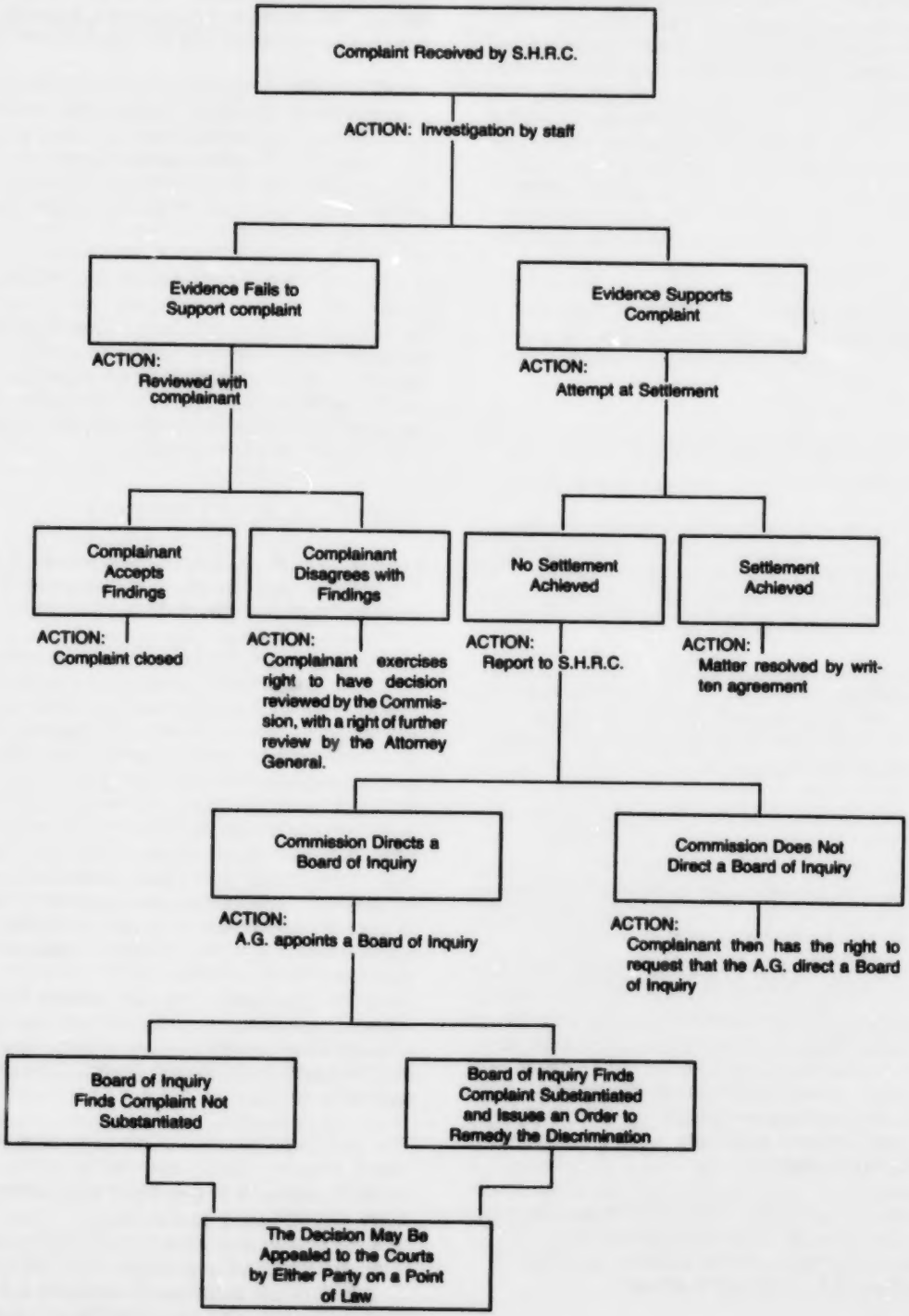
Investigations Division

In enforcing *The Saskatchewan Human Rights Code* it is the responsibility of the investigation division to investigate complaints of discrimination.

Complaints which the Commission investigates fall under two substantive sections of *The Saskatchewan Human Rights Code*. Part I of the *Code* contains the Bill of Rights, which protects the fundamental rights of all residents of Saskatchewan. The Bill of Rights guarantees freedom of conscience, freedom of expression and association, freedom from arbitrary arrest and detention, and the right of all adult citizens to vote in provincial elections at least every five years. Part II of the *Code* protects the rights of all residents to equality. Discrimination is prohibited in the following areas: employment; employment applications and advertisements; rental of housing accommodation; purchase of property; provision of accommodation, services and facilities to the public; education; publication and display of signs and notices; membership in trade unions, professional societies and occupational associations; and contracts.

The prohibited grounds of discrimination are race, creed, religion, colour, sex, marital status, physical disability, age (18 to 64), nationality, ancestry or place of origin.

THE COMPLAINT PROCEDURE


Complaint Received by S.H.R.C.
ACTION: Investigation by staff
Evidence Fails to Support complaint
Evidence Supports Complaint
ACTION: Reviewed with complainant
ACTION: Attempt at Settlement
Complainant Accepts Findings
Complainant Disagrees with Findings
No Settlement Achieved
Settlement Achieved
ACTION: Complaint closed
ACTION: Complainant exercises right to have decision reviewed by the Commission, with a right of further review by the Attorney General.
ACTION: Report to S.H.R.C.
ACTION: Matter resolved by written agreement
Commission Directs a Board of Inquiry
Commission Does Not Direct a Board of Inquiry
ACTION: A.G. appoints a Board of Inquiry
ACTION: Complainant then has the right to request that the A.G. direct a Board of Inquiry
Board of Inquiry Finds Complaint Not Substantiated
Board of Inquiry Finds Complaint Substantiated and Issues an Order to Remedy the Discrimination
The Decision May Be Appealed to the Courts by Either Party on a Point of Law

Staff

The staff of the investigations unit is responsible for receiving and investigating complaints of discrimination. It is the responsibility of the investigators to collect evidence related to complaints to determine whether probable cause exists to believe that a violation of the *Code* has occurred. Then, if the Director finds probable cause to support the complaint, the matter is referred to the Commission's lawyer for further action.

Under the general direction of the Assistant Director of the Commission the investigative unit employs 7 investigative staff. Four full-time and two half-time investigators are supervised by a Chief Human Rights Officer.

Due to budget constraints the position of Chief Human Rights Officer (CHRO) was vacant from January to September, 1985. This vacancy decreased the amount of supervision available to the investigative unit. The filling of this position in September, 1985 has relieved the pressure on other supervisors and the CHRO is able to provide daily supervision for the unit.

Supervision was particularly important in 1985 as there was considerable turnover in the investigative unit and a number of the investigators on staff were inexperienced. Of the six persons employed as investigators in December, 1985, four were persons who began work as investigators in 1985. Turnover among investigative staff is not unusual. This creates an ongoing problem as new investigators must be trained and spend time gaining the on-the-job experience required. Other problems are created as the new investigators must familiarize themselves with ongoing cases.

Case loads for new investigators continued to increase in 1985 as they have in previous years. The Commission considers a full caseload to be between 30 to 35 cases per investigator. At the end of December, 1985 investigators were carrying individual caseloads as high as 77 cases.

Nature and Disposition of Informal Complaints

The Saskatchewan Human Rights Commission received and investigated 350 informal complaints during 1985. Complaints are accepted informally when preliminary investigation is required to determine jurisdictional question issues or to establish that there are reasonable grounds to believe the *Code* has been violated. Some informal complaints are filed as formal complaints subsequent to the preliminary examination, and others are resolved at the informal stage.

During 1985 there was an increase in the number of informal complaints under investigation compared to 1984. This represents a growth of approximately 19 percent. The Commission in the past couple of years has streamlined its screening process to insure that reasonable grounds exist before a complaint file is opened. However, there has still been a steady increase in the number of complaints made to the Commission.

After preliminary investigation informal files will be moved to the formal level if reasonable grounds can be established. Because of increased caseloads there has been a slight drop in the formalization of informal files. Investigators who must divide their time among a greater number of files are not able to move individual files as quickly as is desirable.

Approximately 90 percent of all informal complaints filed with the Commission during 1985 fell into four major areas. Those areas were: employment (53.1 percent), public services (22.9 percent), application forms (8.3 percent) and housing (5.4 percent). In 1985, as in 1984, the employment area accounted for more than 50 percent of all informal complaints.

Discrimination on the basis of sex accounted for 26.8 percent of informal complaints investigated. Sexual harassment, which is considered a form of sex discrimination, constituted 13.7 percent of all complaints. Other major grounds included race (21.5 percent) and physical disability (18.3 percent).

Complaints of racial discrimination are concentrated in the area of public services with 47.0 percent of all race complaints falling in this area. Allegations of sexual and physical disability discrimination tend to occur more frequently in the area of employment, with 88.3 percent of informal sex discrimination complaints and 49.3 percent of physical disability complaints falling in the employment area. Under discrimination in housing the majority of the complaints are either race or marital status complaints.

Of the 350 informal complaints handled in 1985, 23 were settled, 30 were withdrawn, 91 were transferred to formal inquiries, 37 were found to have no reasonable grounds, and 169 were under investigation at year end.

The 350 informal complaints handled by the investigation division in 1985 represent a 19% increase over the 294 informal complaints investigated in 1984.

Nature and Disposition of Formal Complaints

The Saskatchewan Human Rights Commission investigated 216 formal complaints in 1985. This is an apparent decrease of 11.4 percent over 1984. However, this drop is partly a result of a change in procedures at the Commission. In 1984, complaints on which probable cause had been found continued to be carried by investigators during the settlement phase. Procedural changes have resulted in probable cause complaints being transferred from investigators' caseloads directly to the Commission's lawyer. Prior to 1985 investigators would continue to deal with the complaint through the settlement phase. The lawyer is now responsible for negotiating settlements.

This change in procedures means that 33 probable cause complaints that would have been counted as part of the formal caseload in 1984 were not counted in 1985. Applying the old method of record keeping, the total number of formal complaints would be 249 in 1985 versus 245 in 1984.

There has in fact been an increase in total caseloads when probable cause complaints carried by the staff lawyer of the Commission are included.

Formal complaints tend to be concentrated overwhelmingly in the areas of employment (69.4 percent) and public service (16.2 percent) which together account for 85.6 percent of all formal complaints. Sex discrimination (36.9 percent), discrimination on the basis of physical disability (18 percent) and race discrimination (23 percent) constitute the major ground on which discrimination has been alleged. In these three areas 193 formal complaints were handled by the Commission in 1985.

In 1985 sexual harassment complaints continued to account for the largest single category of complaint. In 1985, 23.5 percent of all formal complaints were sexual harassment complaints.

Of the 216 formal complaints alleging violations of the *Code*, 14 were withdrawn, in 18 complaints investigators found no probable cause to believe a violation of the *Code* had occurred, in 33 complaints the Commission found probable cause to believe a violation of the *Code* had occurred, and 151 complaints were still under investigation at the end of 1985.

Nature and Disposition of Probable Cause Complaints

Probable cause complaints are those complaints where the Director finds that there is probable cause to believe that a violation of the *Code* has occurred because the evidence gathered during investigation supports an allegation of discrimination. These complaints then proceed to settlement. At this stage the staff lawyer of The Saskatchewan Human Rights Commission attempts to negotiate a settlement between the parties. If settlement is achieved, then that settlement is referred to the Commission for final ratification.

If it is not possible to affect a settlement satisfactory to both parties, then the complaint is referred directly to the Commission. At the Commission's discretion it may direct the Attorney-General to appoint a Board of Inquiry to hear evidence on a complaint.

During 1985, the Director of the Commission made probable cause findings in 33 complaints. There were also 33 additional probable cause complaints carried over from 1984. Of these 66 complaints, 17 had settlements negotiated, two were withdrawn, one was dismissed by the Director and a further 15 were referred directly to the Commission for the possible direction of a Board of Inquiry. In eleven of the 15 complaints referred to the Commission Boards of Inquiry were directed and another four complaints were dismissed. At the end of 1985 there were 31 probable cause complaints awaiting disposition.

Settlements

The mandate of The Saskatchewan Human Rights Commission with respect to complaints is twofold. According to the requirements of Section 28(1) of the *Code*, the Commission must inquire into complaints and endeavour to affect a settlement. Therefore, in each complaint where determination is made that probable cause exists to believe a violation of the *Code* has occurred, the Commission must attempt to effect settlement. The settlement of a complaint is designed to remedy the situation and put the complainant in a situation he/she would have been in had the discrimination not occurred.

Elimination of discriminatory practices which violate *The Saskatchewan Human Rights Code* is both a policy and the law of this province and settlements of complaints must reflect this. The following are examples of complaints which were settled during 1985.

Example #1 — Physical Disability

Dale Bayley complained to The Saskatchewan Human Rights Commission that he was discriminated against by Saskatchewan Telecommunications because of a physical disability. Mr. Bayley alleged that he had been denied a position as a long distance operator because of a previous back injury. The Commission's investigation found that independent medical examination indicated Mr. Bayley was capable of performing the duties of a telephone operator.

On November 14, 1985 a settlement was ratified by the Commission. In settlement of Mr. Bayley's complaint Saskatchewan Telecommunications apologized to Mr. Bayley and provided $5,000.00 in compensation. The Crown Corporation also agreed to inform itself about *The Saskatchewan Human Rights Code* and its interpretation in relation to physical disability. The settlement was for all damages suffered by Mr. Bayley, including loss of feelings and self respect as well as lost wages and benefits.

Example #2 — Sex Discrimination

On August 9, 1985 a settlement, between Mary Lou Onyskevitch and the Town of Coronach in relation to Ms. Onyskevitch's complaint of sex discrimination, was ratified by the Commission. The agreement included the payment to Ms. Onyskevitch of $5,000.00 by the Town, the provision of a letter of apology and the posting of a notice that would state the Town is an equal opportunity employer.

Ms. Onyskevitch made her complaint to the Commission when she was denied a position as a utility person with the Town of Coronach. Ms. Onyskevitch holds an A1 operators licence, has experience in operating heavy equipment and is trained in electrical, power and refrigeration engineering. The investigation showed that the man hired to fill the advertised position was apparently less qualified than the woman, Ms. Onyskevitch, who was refused the position.

Example #3 — Marital Status

It is contrary to *The Saskatchewan Human Rights Code* to discriminate against persons because of their marital status. Marital status is defined as a state of being single, married, common law, separated or divorced. In 1985 a settlement was reached between Wende Saunders and The Saskatchewan Department of Advanced Education and Manpower. Ms Saunders had alleged that the student loan regulations established by the Department discriminated against her on the basis of her marital status.

Under existing loan regulations, married students were able to claim a larger asset exemption than single students. Married couples were allowed to deduct $3500.00 for a principal residence versus $1000.00 for single students. In addition, single students were only permitted a maximum asset exemption of $3500.00 while married students were subject to no upper limit.

As a single student Ms. Saunders objected to the differential treatment accorded her by these regulations. In settlement of her complaint the Department of Advanced Education and Manpower agreed to amend its regulations to be non-discriminatory in relation to marital status. Therefore, single students are now allowed an exemption on their principal residence, cash assets or investments equal to one-half the exemption allowed married students. Similar to the regulations applied to married students, single students will have no maximum asset exemption.

Example #4 — Sexual Harassment

The Saskatchewan Human Rights Code has been interpreted so that sexual harassment, defined as unwanted verbal or physical sexual advances, is sex discrimination contrary to *The Saskatchewan Human Rights Code*. The largest category of complaints handled by the Commission are sexual harassment complaints.

On December 24, 1985, a settlement in a complaint of sexual harassment was reached between a woman and her former employer. The woman alleged that she was dismissed from her employment as the result of events arising out of an incident of sexual harassment. The woman alleged that she had been sexually harassed by her supervisor. She claimed that her supervisor had coerced her into a company owned warehouse, where he made unwanted sexual advances, both of a verbal and physical nature. When the woman complained of this conduct to other managers and to the owners of

the company she was terminated, with two weeks notice, by her employer. The employer justified her termination on the grounds that she had made other staff aware of the incident and that she had not been authorized to be in the warehouse. According to the employer, the complainant's "questionable conduct could not be tolerated."

Treatment of the complainant is contrasted with that of the supervisor who was allowed to resign with two months severance pay. Subsequent to the alleged incident he pleaded guilty to a charge of indecent assault.

In settlement of the complaint the respondents, without admitting liability agreed to pay the woman a total of $5,976.00 in damages. The company also agreed to inform itself about *The Saskatchewan Human Rights Code*, to designate a member of management to investigate complaints and to adopt and post a sexual harassment policy.

Boards of Inquiry

In the event that the Commission is unable to negotiate a satisfactory agreement between the parties involved in a complaint the Commission may direct the appointment of a Board of Inquiry. A Board is appointed, at the request of the Commission, by the Attorney General of the province. The purpose of the Board is to hear evidence from both parties, to determine whether a violation of the *Code* has occurred and determine what damages should be awarded in the event a violation is found to have taken place.

In 1985 the Commission requested the appointment of Boards of Inquiry in eleven complaints. At the end of 1985 eight complaints were waiting the appointments of Boards; one complaint had been settled; one complaint had been heard at a Board of Inquiry and a decision released by that Board and another Board had been appointed but had not yet sat to hear evidence. The following are summaries of those complaints.

Complaints Awaiting Appointment of Boards

1. *Betty McKnight, Barbara Cadrain, Bonny Longworth and Sherry Hnatiw v. Bill Elliott and Relax Inns*

Complaints were filed by four women alleging that they had been sexually harassed by Bill Elliott while he was acting as manager of the Relax Inn in Saskatoon.

On December 12, 1985 the Commission decided that a Board should be appointed to inquire into the facts surrounding these complaints.

2. *Ivy Pelletier v. W&W Enterprises Ltd. and Reg Wilchuck*

This complaint is one of racial discrimination in the provision of a public service. Ivy Pelletier, a native woman, is alleging that when she attempted to pay for the purchase of shoes at a Regina store owned and operated by W.W. Enterprises Ltd., her personal cheque was refused. Subsequently, a non-native investigator of the Commission was able to purchase goods at the same store with a personal cheque.

On October 9, 1985 the Commission directed the appointment of a Board of Inquiry into this complaint.

3. *Elizabeth Glute and Barbara Wahn v. Gus Kodolas and Tripolis Foods Ltd.*

In this instance the Commission has asked that a Board of Inquiry be appointed in relation to the complaints filed by Elizabeth Glute and Barbara Wahn. Ms. Glute and Ms. Wahn are alleging that they were subjected to sexual harassment by the respondent, Gus Kodolas. The decision to direct a Board was made on December 12, 1985 and the Commission is awaiting the appointment of the Board.

Boards Directed — Settlement Reached

It is possible for parties to a complaint to agree to a settlement at any time prior to the holding of an actual Inquiry. In one instance in 1985 a settlement was achieved after the appointment of a Board. In another the Board has adjourned and is awaiting the outcome of negotiations.

Adjournment of Boards Pending Negiations

4. *Blanchette v. Saskatchewan Culture and Recreation*

Joan Blanchette is alleging that the Department of Culture and Recreation has failed to ensure that recreational facilities built by municipalities, with provincial funds, are accessible to physically disabled people. Randy Katzman was appointed as the Board. He has adjourned hearings pending negotiations between the Department and the Commission.

5. *Board directed for sexual harassment complaint*

This complaint involved an allegation of sexual harassment. A one person Board of Inquiry was appointed but the Commission was able to negotiate a settlement prior to the sitting of the Board. The terms of the settlement are discussed under the section of this report dealing with settlements (See Page 11 — Example #4).

Board of Inquiry Appointed

6. *Faith Ratzlaff v. John Dimas and Rocco Pelletieri*

Donald Morgan was appointed to sit as a Board of Inquiry into the complaint of Faith Ratzlaff. Ms. Ratzlaff has alleged that during her employment at the Rosthern Steak and Pizza Inn she was subjected to sexual harassment of a verbal nature. She is claiming that this harassment came from her employers, John Dimas and Rocco Pelletieri.

This Board was scheduled to sit early in 1986.

7. *Board Decision — Arbitrary Arrest and Detention*

A one person board was appointed in 1985 to hear evidence into the complaint of a Regina man. The man alleged that he had been arbitrarily arrested and detained by a security guard at a Regina store.

In October 1985 the Board of Inquiry ruled that the complainant had been arbitrarily arrested and detained contrary to Section 7 of *The Saskatchewan Human Rights Code*. The complainant had purchased home renovation supplies at the store, gone back to his home and returned to the store a short time later at which time he was detained by a security guard. The guard believed that on his earlier visit the complainant had switched price tags on items in the store. Subsequent to his detention at the store the complainant was charged with fraud and eventually acquitted in court on that charge.

The Board awarded the complainant $1,144.00 in compensation for his legal costs in defending himself against a criminal charge and $2,000.00 in compensation for damage to his self respect.

Court Decisions

Board of Inquiry decisions may be appealed to the courts by any party to a complaint. In 1985 there were several court decisions arising out of Boards of Inquiry established under *The Saskatchewan Human Rights Code*.

1. *City of Saskatoon v. Fink and the Saskatchewan Human Rights Commission* (Court of Queen's Bench)

Robert Fink complained to the Human Rights Commission that his freedom of expression was limited contrary to Section 5 of *The Saskatchewan Human Rights Code*. He has alleged that a City of Saskatoon bylaw prohibiting the posting of notices on civil property restricted his ability to campaign for public office in Saskatoon.

A Board of Inquiry was appointed to hear Mr. Fink's complaint. The City of Saskatoon applied to the Court of Queen's Bench asking for an order to prohibit the Board from examining Mr. Fink's complaint. In its application the City argued that a Board of Inquiry does not have jurisdiction to consider violations of freedom of speech even though such protection exists in the *Code*. The City also argued that this issue must be considered by the courts under the *Charter of Rights and Freedoms* and not by a Board of Inquiry.

On June 21, 1984 the Court dismissed the application on the grounds that the Board must first consider the evidence presented to it and render a decision. Following this an appeal may be made to the courts on a point of law.

Subsequent to the Court decision the Board sat on November 4th to 6th. A Board decision is expected in 1986.

2. *Saskatchewan Human Rights Commission and Michael Huck v. Canadian Odeon Theatres* (Court of Appeal)

In a decision of March 4, 1985, the Saskatchewan Court of Appeal unanimously allowed an appeal from a decision of the Court of Queen's Bench which ruled that Mr. Huck had not been discriminated against because of physical disability.

Mr. Huck uses a wheelchair for mobility. In May, 1980 he went to the Coronet Theatre in Regina to view a movie. He was sold a ticket but was advised that he had to either transfer to a seat or view the movie from in front of the first row of seats. Mr. Huck felt that these restrictions constituted discrimination against him because of his physical disability.

The original Board of Inquiry agreed that the theatre had discriminated against Mr. Huck by only providing space in the front of the first row of seats for wheelchair users. The service offered Mr. Huck was restricted and inferior to that offered to the non-disabled public.

Odeon Theatre appealed this decision to the Court of Queen's Bench where the Board decision was reversed. The Court found that Mr. Huck was not

discriminated against because he was provided with the same service as other members of the public. It found that Mr. Huck was offered a seat and a movie, not a movie and a place to view it. That Mr. Huck failed to make use of the offer was a result of his physical inability, not discrimination.

Upon appeal by Michael Huck and the Saskatchewan Human Rights Commission, the Saskatchewan Court of Appeal restored the original decision of the Board.

The Court of Appeal ruled that determining the nature of service provided is a matter of fact. Boards are the final authority in matters of fact and, because there is no question of law, this matter cannot be reviewed by the courts.

However, the Court of Appeal found that the question of whether discrimination occurred is a matter of law and can be appealed.

The Court of Appeal decided that it is the consequences of an action not motivation, or intent, that is important.

The Court also found that identical treatment does not necessarily mean equal, or non-discriminatory treatment. In the case of Michael Huck, he was discriminated against because he was excluded or restricted in his enjoyment of a public service as compared to others because of his physical disability.

The Court rejected the respondent's argument that, because the theatre was constructed prior to the proclamation of the *Code*, existing property rights would be affected. The Court ruled that existing rights could be affected as the rights of the respondent were changed after the *Code* came into effect. With the adoption of the *Code* the respondent could not discriminate because of physical disability. All public services and facilities made available to the public are covered by the *Code* not only those constructed after the *Code* was proclaimed.

Odeon Theatre requested leave to appeal to the Supreme Court. The Supreme Court declined to hear the appeal and the decision of the Court of Appeal stands.

3. *Saskatchewan Human Rights Commission and Len Craig v. The City of Saskatoon and The Saskatoon Professional Firefighters, Local 80 (Court of Queen's Bench)*

This decision involved an appeal from the decision of a Board of Inquiry that had dismissed the complaint of Len Craig alleging that he had been discriminated against because of his age. Mr. Craig was mandatorily retired from his position of Fire Marshall with the City of Saskatoon when he turned 60 years of age.

On January 14, the Court dismissed the appeal of the Commission and Mr. Craig on the finding that no error of law existed. The Court may only review decisions in which errors of law exist.

The Commission appealed the decision on the grounds that the Board erred when it concluded that Mr. Craig was an active firefighter whereas his duties as a Fire Marshall did not include firefighting. The Court found that this was a question of fact determined by the Board. The decision could only be overturned if there was no evidence to support the finding or if that finding was "perverse". The Court agreed with the Board's finding of fact.

The Commission also argued that the Board of Inquiry applied the wrong test to the question of whether Mr. Craig's mandatory retirement at the age of 60 was justified as a reasonable occupational qualification requirement. The Court of Queen's Bench found that the Board's finding of mandatory retirement at 60 as a reasonable occupational qualification is also a matter of fact, not law. The Board based its decision on statistical and medical evidence presented to it. The Board's ruling conformed to the test established in the *Borough of Etobicoke* and is not reviewable by the Court.

With the dismissal of this appeal the Court awarded costs to the respondents.

The Commission has appealed this decision to the Saskatchewan Court of Appeal.

Education and Research

Mandate

It is the responsibility of the Saskatchewan Human Rights Commission to further equality and the recognition of human rights through research and education programs. Under Section 25 of the *Code* the Commission has a duty to:

(a) Forward the principle that every person is free and equal in dignity and rights without regard to his race, creed, religion, colour, sex, marital status, physical disability, age, nationality, ancestry or place of origin;

(b) Promote an understanding and acceptance of, and compliance with, this Act;

(c) Develop and conduct educational programs designed to eliminate discriminatory practices related to race, creed, religion, colour, sex, marital status, physical disability, age, nationality, ancestry or place of origin;

(d) Disseminate information and promote understanding of the legal rights of residents of the province and conduct educational programs in that respect;

(e) Further the principle of equality of opportunities for persons, and equality in the exercise of the legal rights of persons regardless of their status;

(f) Conduct and encourage research by persons and associations actively engaged in the field of promoting human rights;

(g) Forward the principle of culture diversities as a basic human right and fundamental human value.

In fulfilling its education role, the Commission attempts to keep the public and affected groups informed of new developments in all areas.

The Commission's educational activities, therefore, provide information on new developments in human rights, including legal provisions, law enforcement procedures, board of inquiry decisions in Saskatchewan and other jurisdictions, special programs, exemptions, accessibility, and many other issues. This information is disseminated through speaking engagements and meetings, conferences, workshops, media contacts, printed material and newsletters.

Staff and Organization

In 1985 there was a considerable turnover of staff in the Education Division and a reorganization of that staff. From a division supervised by the Director of Education responsible for two full time education officers the division, at the end of 1985, included one full time education officer, a communications officer and two half time education officers. As a result of organizational changes the Education Division will be merged with the Affirmative Action Division of the Commission to become the Public and Special Programs Unit.

Because of staff turnover the division was short the equivalent of one staff person for 1985.

The education staff of the Commission is faced by a difficult task, providing human rights education to a population of approximately 1,000,000 persons spread over a vast geographical area. In reorganizing the education division, the Commission wants to make more effective use of its declining financial and human resources.

The emphasis of the division is shifting from education sessions with small groups, the traditional approach, to an examination of methods to more effectively reach larger segments of the population. For example, among other duties, the communications officer will be responsible for increasing the amount and effectiveness of exposure that the Commission, and human rights issues in general, receive from the mass media in the province.

Education Activities in 1985

The division published two newsletters in 1985 and reprinted two others (30,000 copies in total). Newsletters are mailed directly to over 4,000 interested individuals and organizations both within and outside the province. Hundreds of additional copies were distributed throughout the year to persons contacting the Commission for information.

The division printed 35,000 pamphlets explaining various aspects of *The Saskatchewan Human Rights Code* and its enforcement. New pamphlets on other aspects of the *Code* were also prepared and distributed by the division.

The education division played a key role in the development of Education Equity, the Commission's report on Indian/Native report. It was this division's reponsibility to organize hearings held in Prince Albert and Regina, to co-ordinate the receipt of briefs on Indian/Native Education and to publish and distribute copies of the final report.

Since the report's release it has been the education division's role, in cooperation with the members of the Commission, to respond to public requests for information on the report and to actively seek to educate the public, interest groups, school boards and teachers on the contents of the report and its implications. By the end of December, 1985 almost a thousand copies of the 83 page report had been distributed across the province.

The Commission has been concerned that people in Northern Saskatchewan are not as aware of the Commission as people in the South. As a result, the Commission held its October meeting in La Ronge and met with members of the local community. A tour of the town was organized by the education division. The education division, and other divisions of the Commission, have an ongoing responsibility

to make people in Northern Saskatchewan aware of the Commission and its work.

The education division has a responsibility to organize press conferences and other media activity. Three major news conferences were organized in 1985. The first (January 30) focused on the Commissions proposed amendments to the *Code*. The second followed the release of the Commissions annual report and the third, on September 26, was organized to announce the release of the Education Equity report.

In 1985 Commission staff met with hundreds of individuals and organizations across the province. There were, however, some activities of particular interest that illustrate some of this division's activities.

Commission staff attended meetings of the race relations task force in Prince Albert. The race relations task force was organized by the Friendship Centre in Prince Albert to examine issues of race relations in that city.

The Commission education staff participated in the organization of events to celebrate International Women's Day, presented material to the Peoples Inquiry on Human Rights, attended public meetings of the Regina Police Commission and national conferences on human rights and affirmative action.

Education division staff, and Commission members, made presentations before the Federal Sub-Committee on Equality. The Sub-Committee toured Canada in the summer of 1985. Its mandate was to consider which actions should be undertaken to bring Federal Legislation in line with Section 15, the equality clause of the Charter of Rights and Freedoms.

Exemptions

(See Chart — Page 17)

Section 48 of *The Saskatchewan Human Rights Code* allows the Commission or the Director to grant exemptions from any provision of the *Code* "where any person or class of persons is entitled to an exemption . . . under any provision of this act" or "where the Commission . . . considers (an exemption) necessary and advisable".

The *Code* and Regulations pursuant to the *Code* outline procedures for applying for an exemption and for the convening of a public hearing to determine whether the exemption should be granted.

There has been an increase in requests for and the granting of exemptions by the Commission. In 1984 the Commission received 5 applications for exemptions and granted 4. In 1985 the Commission received 19 exemption applications, it granted 11, denied 1, and the remainder were under consideration at the end of 1985.

In 1985 applications were submitted seeking exemptions to Section 10 (purchase of property), Section 11 (rental accommodations), Section 12 (public services), Section 13 (education), Section 16 (employment) and Section 19 (pre-employment advertisements, job applications and interviews).

APPLICANT/DESCRIPTION OF APPLICATION	DATE REQUESTED	STATUS/ APPROVAL DATE
1. REGINA PLAINS COMMUNITY COLLEGE Request for exemption from Sections 12, 13, 16 and 19. A request to restrict registration in the *Bridging Program for Women* to women. The exemption to permit the Program to hire only female staff. The need for this Program was justified by the disappearance of jobs traditionally held by women and the need for these women to be retrained for the changing labour market. The application noted that there has been a decline in women in institutional industrial training and this program seeks to encourage women to undertake such training. The Bridging Program specifically addresses barriers (such as child care, domestic and financial factors, traditional roles, the need for career planning, etc.) that have excluded women from these areas. The exemption from sex discrimination from these sections of the *Code* was granted.	February 19, 1985	March 22, 1985
2. CHANTEL FASHIONS Exemption requests from Sections 19 and 16. The exemption was requested so that the employer could advertise for and hire women only as salespersons. The nature of this business necessitated the use of female salespersons. Chantel Fashions sells female lingerie at house parties. The exemption was granted. It is limited to the advertising for and hiring of female *sales persons* selling lingerie in Saskatchewan.	March 14, 1985	April 10, 1985
3. SASKATCHEWAN ADVANCED EDUCATION AND MANPOWER, NATIVE SERVICES BRANCH Exemption requested from Sections 12, 13 and 16. Applicant requested exemption to permit the *Native Career Development Program* to exclude persons not of native ancestry from services provided in the areas of employment and training. In the application the high rates of unemployment among people of native ancestry was noted. The program is intended to provide permanent, skilled employment and skilled training to persons of native ancestry. The exemption to restrict the program to persons of native ancestry was granted.	March 21, 1985	April 26, 1985
4. SASKATCHEWAN NATIVE RENTALS Exemption from Section 11 SaskNative Rentals Inc. is a housing program established under the Urban Native Program which has existed since 1979. The corporation has purchased 210 units to rent to people of Indian ancestry who will pay no more than 25% of their household income in rent. This application asserts that native people have a difficult time finding decent accommodation. The exemption from Section 11 was granted to allow SaskNative Rentals to rent its housing units to people of Indian ancestry only.	March 21, 1985	May 14, 1985
5. WORKING FOR WOMEN SASKATOON INC. Request for exemption from Sections 16 and 19. Applicant requested exemption for one of two research positions. Employer wished to advertise for and recruit one native woman. The position was intended to develop a pre-employment program for women in conflict with the law. Because many of the women in conflict are native it was the applicant's argument that a native woman would be able to relate better to the concerns of native women. The exemption to advertise for and to hire a woman of native ancestry was granted.	April 22, 1985	May 14, 1985
6. SASKATOON REGION COMMUNITY COLLEGE Exemption from Sections 16 and 19. Applicant requested exemption to recruit women only as instructors in the *Pre-trades for Women Program*. The employer is a federally funded program which encourages women to enter non-traditional trades and occupations. The program provides experience in trade, through both hands on training experience and a one month work placement.	May 16, 1985	June 27, 1985

APPLICANT/DESCRIPTION OF APPLICATION	DATE REQUESTED	STATUS/ APPROVAL DATE
Graduates of the program are prepared to deal with sexist and discriminatory barriers in the workforce. To date the program has been successful in getting many of its graduates into non-traditional trades. An exemption from Sections 16 and 19 was granted.		
7. **SASKATCHEWAN ADVANCED EDUCATION AND MANPOWER, SPECIAL INCENTIVE PROGRAM** Requested exemptions from Sections 12, 13 and 16. The Special Incentive Program is designed to provide financial assistance to post-secondary students from disadvantaged groups, including native and physically disabled students. A public hearing was held in October to allow interested parties to present views on this program. At year end this application was under consideration.	September 17, 1985	Under Consideration
8. **CATHOLIC FAMILY SERVICES OF PRINCE ALBERT** Requested an exemption from Section 16. This service provides counselling to families and individuals. The counselling is based on Catholic traditions and principles. The application was a request to permit the service to employ persons who are Catholic in religious affiliation. The exemption was granted. However it is to apply to professional counsellors and not to the clerical staff.	May 28, 1985	September 20, 1985
9. **METIS SOCIETY OF SASKATOON** The Metis Society requested an exemption to recruit persons of native ancestry to fill staff positions. At year end the Commission was awaiting the receipt of additional information from the Society.	June 4, 1985	On Hold
10. **CONTEMPORARY WOMEN'S PROGRAM** Requested exemption from Sections 12, 16 and 19. Application to allow only women to apply or be hired under the program. A request to restrict clientele to single parent women on social assistance. Applicant argued that female counsellors are better able to deal with women who have suffered under difficult family situations including wife battering, rape, incest, suicide and drugs/alcohol problems. Exemption from sex discrimination under Sections 16 and 19 granted. Exemption to restrict clientele to single parent mothers on social assistance granted.	May 31, 1985	July 9, 1985
11. **PERMANENT CONSTRUCTION — PRINCE ALBERT CONDOMINIUM** Requested exemption from Section 10. Developer requested an exemption from Code to restrict purchasers of apartment style condominiums to persons 50 years of age and over. While the *Code* presently permits discrimination on the basis of age for the *rental* of property, age discrimination is not permitted in the *purchase* of property. Exemption denied. The Commission felt that the granting of such an exemption would have extended the area where age discrimination was permitted. The Commission was also concerned that applicant defined "senior citizen" as persons of the age of 50 and over. By granting the application the Commission felt that it would be encouraging developers to select the age group to which they want to market their products. This the Commission felt would be detrimental to other age groups in society.	April 29, 1985	Denied
12. **VICTORIA UNION HOSPITAL — PRINCE ALBERT** Exemption from Sections 16 and 19. An application to designate nine psychiatric attendant positions to be filled by males to establish a male/female ratio at the Psychiatric Centre, Department of Health in Prince Albert. Public hearings on this application were held in October, 1985. At year end this application was still under consideration with the Commission awaiting additional information.	April 24, 1985	Under Consideration

APPLICANT/DESCRIPTION OF APPLICATION	DATE REQUESTED	STATUS/ APPROVAL DATE
13. UNITED CHURCH (REGINA PRESBYTERY) HOMES FOR THE HANDICAPPED Requested an exemption from Section 16. Applicant requested that sex be considered as a reasonable occupational qualification to hire staff caring for six mentally handicapped women. Female staff assist residents with personal hygiene, health care and sexual matters. Applicant wished to hire female staff exclusively for these positions. Exemption granted.	May 20, 1985	August 15, 1985
14. SASKATCHEWAN ADVANCED EDUCATION AND MANPOWER, WASCANA INSTITUTE OF APPLIED ARTS AND SCIENCE Exemption from Section 13. Wascana Institute applied for an exemption to permit it to set aside 10 percent of its seats for students of Indian ancestry. Native students have historically been under-represented in post-secondary and technical institutes. This program is designed to increase the enrolment of students of Indian ancestry. The Commission granted a four month exemption on August 27, 1985. The applicant was requested to submit additional information to the Commission by mid-November, 1985. The Commission would review requested information and consider whether it would be more appropriate to approve an affirmative action program under Section 47 of the *Code*.	August 23, 1985	August 27, 1985
15. SASKATCHEWAN EDUCATION, POLICY, PLANNING AND SPECIAL PROJECTS DIVISION Exemption Sections 12(1), 16(1) and 19. Applicant requested the exemption for a Community School Program, the Native Survival School and the Indian and Metis Education Development Program (INED). Community schools exist in Regina, Saskatoon and Prince Albert. These School Boards receive a special grant from the Department to operate such schools. A community school is one that has a student enrollment that is at least 15% of native ancestry. The Saskatoon Native Survival School is open to all students but its programs and goals are particularly suited for Indian and Metis students. 70% of the staff are of native ancestry and the preference is to employ native teachers and other native professionals. INED program is aimed at promoting programs specific to Indian and Metis culture. To qualify for funding these programs must be in a school or school division with a population that is at least 15% Indian or Metis. The applicant wishes to include as a condition of the grant that Indian or Metis people should be hired in such programs. Exemptions from Sections 16(1), Section 19 and Section 12(1) would be required. An exemption was granted for the Community Schools Program, The Saskatoon Native Survival School and the Indian and Metis Education Development Program from Sections 16(1), 19 and 12(1).	August 27, 1985	September 20, 1985
16. LLOYDMINSTER METIS HOUSING GROUP INC. Request an exemption from *Code* to restrict rent of housing to native families. Applicant is a non-profit housing corporation concerned with the lack of decent housing available for native people in the province. Application under consideration. Awaiting receipt of additional information at year end.	November 13, 1985	Under Consideration
17. BATTLEFORDS URBAN NATIVE HOUSING CORPORATION Request an exemption from *Code* to restrict rental of housing to native families. Applicant is a non-profit housing corporation concerned with the lack of decent housing available for native people in the province. Application under consideration. Awaiting receipt of additional information at year end.	November 13, 1985	Under Consideration
18. NAMERIND HOUSING CORPORATION Request an exemption from *Code* to restrict rental of housing to native families. Applicant is a non-profit housing corporation concerned with the lack of decent housing available for native people in the province.	November 15, 1985	Under Consideration

APPLICANT/DESCRIPTION OF APPLICATION	DATE REQUESTED	STATUS/ APPROVAL DATE
Application for exemption from Section 11. Awaiting additional information from applicant at year end.		
19. **GABRIEL HOUSING CORPORATION**		
Request an exemption from *Code* to restrict rental of housing to native families. Applicant is a non-profit housing corporation concerned with the lack of decent housing available for native people in the province. Application under consideration at year end. Awaiting additional information from applicant.	November 12, 1985	Under Consideration

Special Programs — Affirmative Action

Affirmative Action programs address the disadvantages experienced by persons of Indian ancestry, persons with physical disabilities and women, by consciously measuring representation by race, sex and physical disability in order to identify and remove the systemic barriers which may adversely affect these groups, and increase their participation in employment and education. An affirmative action plan represents a commitment to alter the policies, practices and procedures of institutions so as to open the door for members of the target groups. The facts regarding unemployment and underutilization of members of all three target groups continues to provide disturbing evidence that members of these target groups have historically been disadvantaged and are still affected in today's workplaces and educational institutions.

While these disparities in economic status stem from a complex set of factors, they provide strong evidence of the persistence of systemic discriminatory practice in the workplace and in related institutions. Considered in this context, the purpose of affirmative action initiatives are to eliminate the institutional barriers which excluded these groups and redress present imbalances in our labor force.

The Saskatchewan Human Rights Code provides four ways in which affirmative action programs can be introduced:

1. The Commission may approve a voluntary program (Section 47);
2. The Commission may order that a program be put into place (Section 47);
3. A Board of Inquiry may order a program as a remedy where there is evidence of discrimination (Section 31 (7)(a));
4. An affirmative action program may be introduced as settlement of a complaint.

The approval of a program under Section 47 provides the applicant with legal protection for any preferential measures which may be undertaken. With the proclamation of Section 15 (2) of *The Canadian Charter of Rights and Freedoms*, on April 17, 1985, additional constitutional protection for affirmative action came into place.

Staff

Declining resources and increasing workloads in other areas, for example, the investigations division, have resulted in a loss of personnel in this area. In 1984 responsibility for promoting affirmative action, advising groups developing these programs and monitoring existing programs was shared by the Assistant Director and two affirmative action officers. With staff changes the Commission now employs one affirmative action officer responsible for the same range of activities.

Approved Affirmative Action Programs

In 1985 the Saskatchewan Human Rights Commission granted approval to two affirmative action programs. Both programs were comprehensive in nature directed towards increasing the employment opportunities of the three target groups; women, people of native ancestry and physically disabled persons.

The following programs were granted approval pursuant to the proposed affirmative action regulations adopted by the Saskatchewan Human Rights Commission on April 9, 1980 and Section 47 of *The Saskatchewan Human Rights Code*.

1. The Co-operators

On August 15, 1985 the Saskatchewan Human Rights Commission granted approval to the Co-operators to implement an affirmative action plan. The Co-operators is a Saskatchewan based insurance and data processing company that

employs directly about 750 persons. With the acceptance of its application the Co-operators became the largest private sector employer in the province to have an affirmative action plan approved by the Commission.

On February 8, 1982 the Co-operators received initial, interim approval for their native employment program. The program approved in 1985 is a comprehensive one aimed at all three target groups. It is applicable to all divisions and levels in the Regina office of the Corporation.

At the time of application, the Co-operators employed 746 persons in Regina, 70 percent of which was female, 3 percent were of native ancestry and 3.3 percent physically disabled. The great majority of female employees were concentrated in clerical and junior technical ranks and under-represented in senior (0 percent), middle management (12 percent) and senior technical (35 percent) job classifications. The representation of native and physically disabled persons was significantly below their proportion in the workforce, 9.6 percent and 7.1 percent, respectively.

The Co-operator's objectives include the elimination of employment discrimination, both systemic and intentional, and finding methods to assure equal opportunities for all three target groups.

In its plan the Co-operators adopted a 20 year timetable with goals designed to eliminate non-job related employment policies and practices, increase accessibility for physically disabled employees and increase the proportion of all three groups in its workplace to equal the proportion of those groups in the external workforce.

In order to assess the effectiveness of its program, the Co-operators has established a system for monitoring the progress of its program over the coming years. The system will determine whether the plan is proceeding successfully. Should the program be behind schedule, then an analysis will be undertaken to determine the reasons for delay.

The responsibility for overseeing the program is assigned to a full time affirmative action coordinator and to an affirmative action committee made up of management and other personnel of the corporation.

2. Saskatchewan Oil and Gas Corporation

On August 15, 1985 the Saskatchewan Human Rights Commission approved a revised affirmative action program for Sask Oil under Section 47 of *The Saskatchewan Human Rights Code*. Sask Oil originally had a plan approved on May 27, 1982. The new approved plan more accurately reflects the current number of employees and available resources at Sask Oil.

Sask Oil is a profit seeking Crown corporation that competes in the oil and natural gas industry of western Canada.

Sask Oil has established a 10 year timetable to increase the numbers of target group members employed by it until they equal the proportion of target group members in the general population.

Sask Oil has identified the factor of "market availability" as a key to achieving its affirmative action goals. Sask Oil believes that there is a lack of qualified native and physically disabled workers available in the labour market to fulfill its need. Sask Oil intends to focus not only on recruiting target group members who are already qualified but also on those who are qualifiable and obtained through cooperative work study programs and on-the-job training. Sask Oil is to establish a close working relationship with organizations such as the Native Services Branch of Advanced Education and Manpower, the Vocational Rehabilitation unit of Wascana Hospital and the Disabled Employment Services of Regina.

A Vice President of the corporation has been designated as the person responsible for implementing and administering the affirmative action program. There is an affirmative action committee responsible for monitoring the program and for making additional changes or modifications to the program as required.

Monitoring Hearings

The Saskatchewan Human Rights Commission has the responsibility for monitoring special programs to insure adherence to approved criteria.

For the past two years all programs have been reviewed by way of public hearings. The hearings provide affirmative action sponsors with a forum to discuss their progress in affirmative action. The hearings also provide an opportunity for interested groups and individuals to voice their views and concerns on the progress of individual plans.

On June 21, 1985, the Commission heard presentations from the sponsors of educational programs. NORTEP and Gabriel Dumont reported full enrollment in the university approved education classes. Although native students are successfully

completing the requirements towards receiving teacher certification or Bachelor of Education degrees, not all of the graduates are finding employment in the school system. The pre-trade training programs for women are popular and successful in assisting women to decide on a trade occupation.

The Saskatchewan Piping Industry, Joint Training Board is not experiencing the same success. Although the Saskatchewan Piping Industry is committed to training Native people to work in the piping trades, the lack of sufficient work is threatening the continued existence of this affirmative action program.

On September 19, 1985 the Commission reviewed employment and housing programs. The programs — City of Regina, Saskatchewan Government Insurance Corporation, Saskatchewan Housing Corporation, Saskatchewan Human Rights Commission and St. Andrew's College — were reviewed and like their education counterparts were given the continued approval and support of the Commissioners.

AFFIRMATIVE ACTION PROGRAMS IN SASKATCHEWAN

As of December 31st, 1985

Employment	Approval Date	Number of Employees
1. Saskatchewan Human Rights Commission	January 16, 1980	23
2. St. Andrew's College	Program completed successfully	
3. The Co-operators/Interim Approval	February 5, 1982 (full program — August 15, 1985)	753
4. Saskatchewan Oil Corporation (Saskoil)	Original approval May 27, 1982 Revised Plan, August 15, 1985	284
5. Saskatchewan Telecommunications/currently being revised	October 29, 1982	4,485
6. City of Regina — Interim Approval	November 24, 1983	2,157
7. Sask. Government Insurance Corp.	February 16, 1984	1,252
8. Sask. Computer Utility Corporation (SaskComp)	December 19, 1984	163

Training and Education	Approval Date
1. Gabriel Dumont Institute of Native Studies and Applied Research, Sasaktchewan Urban Native Teacher Education Program (SUNTEP)	August 5, 1980
2. Saskatchewan Piping Industry Joint Board	June 9, 1981
3. Northern Lights School Division (NORTEP)	September 21, 1981
4. Regina Plains Community College; Pre-Trades Training Program for Women	October 29, 1981
5. Prince Albert Natonum Community College; Pre-Employment Trades Exploration for Women	March 30, 1982
6. Gabriel Dumont Institute of Native Studies and Applied Research; Human Resource Development Training Program, Native Studies Instructors Program, and Native Recreational Technology Program	September 16, 1983
7. Regina Plains Community College; Pre-Technology Program for Women	November 7, 1983

Housing	Approval Date
1. Saskatchewan Housing Corporation	February 5, 1982

Accessibility Standards

The Saskatchewan Human Rights Code states that physically disabled persons have the right to equal access and cannot be discriminated against in areas such as employment, housing, public accommodation and education. However, physically disabled individuals are often denied their right to equal opportunity and access because of architectural barriers. In order to eliminate these barriers the Commission adopted Accessibility Standards on August 14, 1980. Revised accessibility standards were adopted in July, 1985. These Standards serve as a guide for new and renovated buildings. The Commission will review building plans at no charge to ensure conformity with standards of accessibility for physically disabled persons.

During 1985 the Commission received 26 sets of building plans for review. This is a drop from the 128 plans received for review in 1984. This decrease is accounted for, in large part, because, at the Commission's request, the Department of Education took over responsibility for the review of building plans to ensure conformity with accessibility standards in the construction and renovation of schools.

The types of plans which the Commission reviewed included plans for government buildings, hospitals, a nursing home, a church and private businesses.

The Commission staff is also called upon to evaluate existing buildings in light of the provisions outlined in the Standard and submit their recommendations on the necessary changes required to make the building accessible.

List of Saskatchewan Human Rights Commission Staff

(as of December, 1985)

May Barr
Irma Bird
Jan Cadman
Dan Conway
Pat Cook
Pat Danforth
Laurena Daniels
Deborah Fink
Donalda Ford
Mona Frederickson
Norma Green
Guy Herriges
Helen Johnson
Caryl MacKenzie
Bev MacSorley
Robin McMillan
William Rafoss
Karen Ross
Rene Roy
Suzanne Smart
June Vargo
Sandy Walbaum
Theresa Walker
Ailsa Watkinson
Milton Woodard

Employees on Leave (Education, Childcare and Indefinite)

Genevieve Leslie
Yvonne Peters
Ailsa Watkinson

Table I

Summary of Informal Complaints by Grounds and Category

Category	Grounds																
	Application Forms	Sex		Colour	Race		Religion*	Nationality/ Citizenship	Marital Status	Age	Ancestry **		Physical Disability		Other	Total	Percent
		Sexual Harass.	Other		Native Ancestry	Other					Native	Other	Access	Other			
Accommodation, Services and Facilities		1	7	3	31	1	2	1	6	2	1	1	5	18	1	80	22.9
Notices/Publications			1			1		2								4	1.1
Employment		45	38	4	12	12	5	6	3	20		2		37	2	186	53.1
Employment Advertisements										4						4	1.1
Trade Unions														1		1	.3
Application Forms/Interviews	29															29	8.3
Bill of Rights															17	17	4.9
Right to Education					1		2	1						2		6	1.7
Right to Engage in Occupations																	
Property/Housing		2			5	3	1		5	2				1		19	5.4
Membership in Associations															1	1	.3
Reprisal																	
Contracts					2				1							3	.9
Total	29	48	46	7	51	17	10	10	15	28	1	3	5	59	21	350	100.0
Percent	8.3	13.7	13.1	2.0	14.6	4.9	2.8	2.8	4.3	8.0	.3	.9	1.4	16.9	6.0	100.0	

* Includes "creed"
** Includes "place of origin"

Table II

Summary of formal Complaints by Grounds and Category

Category	Grounds																
	Application Forms	Sex		Colour	Race		Religion*	Nationality/ Citizenship	Marital Status	Age	Ancestry **		Physical Disability		Other	Total	Percent
		Sexual Harass.	Other		Native Ancestry	Other					Native	Other	Access	Other			
Accommodation, Services and Facilities			3		18	1			5	1	1		1	5		35	16.2
Notices/Publications					1	1							1			3	1.4
Employment		50	26		10	6	2	4	2	18		1	3	28		150	69.4
Employment Advertisements																	
Trade Unions																	
Application Forms/Interviews																	
Bill of Rights															7	7	3.3
Right to Education					4		1									5	2.3
Right to Engage in Occupations																	
Property/Housing		1			7	2	1		4				1			16	7.4
Membership in Associations																	
Reprisal																	
Contracts																	
Total		51	29		40	10	4	4	11	19	1	1	6	33	7	216	
Percent	0.0	23.5	13.4	0.0	18.4	4.6	1.8	1.8	5.5	8.8	.5	5	2.8	15.2	3.2	100.0	100.0

* Includes "creed"
** Includes "place of origin"

Table III

Disposition of Informal Complaints

Disposition	Number	Percent
Settled	23	6.5
Withdrawn	30	8.6
No Reasonable Grounds	37	10.6
Transferred to Formal Inquiry	91	26.0
Total	181	51.7
Under investigation	169	48.3
Grand Total	350	100.0

Table IV

Disposition of Formal Complaints

Disposition	Number	Percent
Withdrawn	14	6.4
No Probable Cause	18	8.3
Probable Cause Found	33	15.2
Total	65	29.9
Under Investigation	151	70.1
Grand Total	216	100.0

Table V

Disposition of Probable Cause Complaints

Disposition	Number	Percent
Settled	17	25.8
Withdrawn	2	3.0
Dismissed	1	1.5
Board of Inquiry Directed	11	16.6
Dismissed by Commission	4	6.1
Total	35	53.0
Undisposed	31	47.0
Grand Total	66	100.0

Table VI

Boards of Inquiry

Number, Category and Grounds of Complaints in which Boards of Inquiry Were Directed by the SHRC in 1985

	Grounds			
Category	**Sexual Harass.**	**Physical Disability**	**Race**	**Total**
Employment	8			8
Services		1	1	2
Bill of Rights — Arbitrary Arrest	1			1
Total	9	1	1	11

Table VII

Education Statistics

Type of Activity	Number
Speeches	63
Community Consultations	128
Meetings	86
Conferences and Workshops	32
Literature Displays	14
Radio, Television and Newspaper Interviews	26
Total	349

Table VIII

Requests For Literature

	Number of Requests	Number Given
Written	424	1,144
Personal	3,341	12,366
Telephone	1,821	9,526
Conference Displays	1,266	6,334
Total	6,852	29,370

Table IX

EXEMPTIONS — December 31, 1985

	Number
Requested — Total	19
Granted	12
Denied	1
Under Consideration at year end	6
Withdrawn	0

List of Human Rights Commission Publications

1. The Saskatchewan Human Rights Code and Regulations

2. Pamphlets and Brochures:
   - Saskatchewan Human Rights Commission — Information Kit
   - Doing What's Right: The Saskatchewan Human Rights Code
   - Getting About: Rights of the Physically Disabled
   - Finding a Home: Landlord and Realtor Responsibilities
   - Rights on the Job: Employer's Guide
   - Application Forms and Interview Guide: A Guideline for Employers and Job Applicants
   - You've Filed a Complaint: Now What Happens?
   - Sexual Harassment
   - Arbitrary Arrest and Detention
   - Towards Equality: A Guide to Special Programs in Saskatchewan

3. Saskatchewan Human Rights Commission Newsletters:
   - Compulsory Retirement: Elements of the Debate
   - Sexual Harassment: Taking a Stand
   - The KKK: An Editorial Statement
   - Making Saskatchewan Accessible
   - The Education System and Human Rights
   - Saskatchewan Human Rights Commission Releases Interpretive Document on Pensions, Employee Benefits and Insurance
   - Sexual Harassment: New Developments and Interpretations
   - Independence for Human Rights Commissions: An Idea Whose Time Has Come
   - Canada's Constitution and Charter of Rights and Freedoms
   - Aboriginal Peoples of Canada and the Constitutional Process: The Task Ahead
   - Affirmative Action and Human Rights in the 1980s
   - The 35th Anniversary of the Universal Declaration of Human Rights: A Time to Celebrate
   - Arbitrary Arrest and Detention
   - Indian and Metis Self-Government in Canada
   - Proposed Amendments to Saskatchewan Human Rights Code
   - Affirmative Action: A New Direction For Schools
   - Affirmative Action News No. 1
   - Affirmative Action News No. 2
   - Affirmative Action: Education Equity

4. "On Rights," Saskatchewan Human Rights Commission Schools Newsletter
   - Volume 1, No. 1 — An Introduction to Human Rights
   - Volume 1, No. 2 — The Canadian Constitution and the Charter of Rights and Freedoms: A History of Civil Liberties in Canada

5. Other Materials:
   - Accessibility Standard
   - A Manual on the Charter of Rights and Freedoms
   - Human Rights and Benefits in the '80s: An Interpretation of the Saskatchewan Human Rights Code as it Applies to Pensions, Employee Benefits and Insurance
   - Steps for Developing an Affirmative Action Program
   - Affirmative Action Legal Provisions
   - *Affirmative Action: A Case Book of Legislation and Affirmative Action Programs in Saskatchewan
   - A Pictorial History of the Metis and Non-Status Indian in Saskatchewan
   - *TASC Workshop on Sexism
   - *TASC Workshop on Racism
   - *TASC Workshop on Handicapism
   - *Prejudice in Social Studies Textbooks along with supplement
   - *Sex Bias in Primary Readers
   - Saskatchewan Human Rights Commission Affirmative Action Decisions
   - Saskatchewan Human Rights Commission Exemption Orders
   - Saskatchewan Human Rights Commission Equal Pay Decisions
   - Saskatchewan Human Rights Commission Annual Reports 1981, 1982, 1983 and 1984
   - Education Equity: A Report on Indian/Native Education in Saskatchewan

6. Posters
   - *Opportunities are Everyone's Right

List of Other Publications Distributed by the Commission

1. Human Rights Saskatchewan — Public Legal Education Association of Saskatchewan Publication
2. Dick and Jane as Victims: Sex Stereotyping in Children's Readers — Women and Words and Images Publication
3. The Canadian Constitution, 1981

The above publications are available in print or on cassette tape, except those marked with an asterisk (which are available in print only). These publications are available free of charge by contacting the nearest Commission office.